

RECORD OF PROCEEDINGS
London City Council

Minutes of

Meeting

Casto & Harris Inc. Form S-301 E1412692LD

Held _____ December 4, 2025 _____ 20 _____

London City Council
20 S. Walnut Street, London, Ohio 43140
December 4, 2025 at 6:30pm
Minutes

Call to Order

The meeting was called to order by President Peters at 6:30p.m. The Pledge of Allegiance was recited with a moment of Silent Reflection.

Roll Call

Present – Councilman Eades, Councilman McDaniels, Councilman Stahl, Councilman Hitt, Councilwoman Jackman, Councilman Hays and President Peters

Absent – Councilwoman Treynor

Minutes – Approval of November 20, 2025, minutes, approved by unanimous vote

Public Hearing - none

Communications/Announcements - none

Audience Concerns

Kevin Crossley, sanitation driver for the City of London, spoke in opposition to Resolutions 190-25 and 191-25 regarding privatization of sanitation services. He emphasized that the sanitation department is currently operating with significantly reduced staffing and resources, noting the department is structured for seven employees but is presently functioning with only four. Despite these challenges, employees continue to provide dependable service to residents. Crossley stated that privatization would negatively impact residents, explaining that city staff currently return to missed pickups at no charge, while private companies typically charge fees and delay service. He also expressed that sanitation employees often receive misplaced complaints related to the wastewater facility despite having no authority over billing or operations. Crossley discussed the high cost of the leased trash truck, explaining it is underutilized due to staffing shortages but significantly improves efficiency when deployed. He urged Council to retain sanitation services in-house, stating further loss of resources would be harmful to both residents and employees.

Tommy Boyd, 48 N. Union, provided brief updates from a recent Mid-Ohio meeting. He shared that the Trump sewer line project is anticipated to begin in the spring, with additional information to follow. Boyd also shared information regarding sanitation costs he gathered from residents, stating he found examples of quarterly billing amounts between \$110 and \$120.

Raymond Anthony, 521 Eaton St., raised multiple questions regarding sanitation legislation. He referenced Resolution 159-25, which proposed abolishing the recycling program and remains tabled. Mr. Anthony questioned the intent of Resolution 190-25, which authorizes advertising for sanitation bids, and asked whether this indicates a move toward privatization. Council confirmed the purpose is to gather bids for comparison. Mr. Anthony also addressed Resolution 191-25 regarding trash hauling services and Ordinance 192-25, which proposes a sanitation rate increase to \$29.37 per month. He calculated this as a 37.9% increase over the current rate and expressed concern about the financial impact. Mr. Anthony asked whether the rate would remain if privatization occurred and how long the rate would be in effect. He also questioned the annual 3% increase included in the ordinance, expressing concern that residents would experience both a significant immediate increase and yearly adjustments.

Councilman Eades confirmed that Resolution 159-25 remains tabled and has not been brought

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back for action. He explained that Council may still choose to move forward, reject it, or leave it tabled after further discussion.

Councilman Hitt explained that Resolution 190-25 is intended to gather bids from privatized sanitation companies for cost comparison. He confirmed that the proposed \$29.37 monthly rate is the amount determined necessary for sustainability if the city continues operating the sanitation department.

Safety Service Director Mr. Saltsman provided a detailed financial breakdown of the sanitation department’s current and projected costs. He explained that the city faces significant capital expenses, including replacement of garbage trucks, rear-loaders, compactors, electrical upgrades, building repairs, additional staffing, and increased transfer station fees. He stated that the city currently leases a truck for approximately \$11,000 per month, and purchasing new equipment would require major upfront investment. Saltsman explained that the proposed \$8 increase would generate approximately \$422,400 annually and is necessary to sustain operations. He clarified that Council must decide between retaining city-operated sanitation or fully privatizing, as both options cannot proceed simultaneously. He further explained that any bid process would likely involve a three-year commitment and that if the city maintains sanitation services, annual increases would be necessary to keep pace with rising costs. He also noted that if privatization occurs, the transfer station would likely be eliminated entirely.

Kevin Crossley (follow-up) questioned whether commercial sanitation rates would also be adjusted and noted that several commercial customers left city services due to the lack of a superintendent and inability to accommodate frequent pickups. He expressed concern that future businesses could also choose private services if the city does not expand capacity. Mr. Saltsman confirmed that commercial service options are under review and stated that if the city retains sanitation operations, it will aim to operate as a closed service system.

Committee Reports

- Public Service Committee – December 9th at 5:00 PM*
- Public Safety Committee – December 9th at 6:00 PM*
- Finance Committee – December 9th at 6:30 PM*

City Official Reports

Mayor Closser began by offering his condolences to Lieutenant Brian White’s friends and family. Brian passed away this week and will truly be missed. He had a tremendous career in law enforcement, most recently serving with the Madison County Sheriff’s Office. He is survived by his wife, Janel, who works in City Hall. Brian was a friend, a loving husband and father, and one of the best people anyone could meet. He asked for a moment of silence in honor of Lieutenant White. He shared that SSD Saltsman and he recently held their first virtual meeting with City Logix, the company that completed the City’s sidewalk grading. The meeting was very informative, providing an overview of the grading and the software. London has 57 miles of sidewalks, totaling 736 segments. Each segment was assigned an SCI—Sidewalk Condition Index—scored on a scale from 0 to 100%, similar to a teacher grading a paper. While some areas were in poor condition, many scored well. The City’s cumulative score came in at 67%. When asked how that compared to other municipalities, City Logix stated that London is above average, with most of the highest scores they see falling between 70–75%. They noted that London’s score is strong considering the number of miles, the area, and the winter weather conditions. The City will now begin its five software training sessions, after which staff will be able to present sidewalk information more thoroughly. He looks forward to continuing conversations with City Council about how to proceed with repairs. He reported that his office met with OHM regarding the Comprehensive Plan and that they are nearing the finish line. A month-long public survey was recently completed, offering another round of community input. The survey was shared on the City’s website and Facebook page, receiving 247 views on the website and 4,549 views on social media. The data has been compiled and sent—along with the raw results—to OHM. They are finalizing their work and should return it after the first of the year, at which point it will be sent to the Planning Commission and then to City Council. He noted that City Council will be discussing and likely voting on Ordinance 188-25, the 2026 budget,

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this evening. He acknowledged the recent discussion regarding the new \$40,000 “events” line. This amount includes the \$7,000–\$10,000 needed for current events, \$20,000 for a portable stage, and \$10,000 to expand existing events and develop new ones. This 0.13% increase to the overall budget will help maintain and grow successful activities such as the COSI STEAM event, movie nights, adult swim night, Hoppy Hour, and Pumpkin Palooza. It would also support potential new offerings such as music in the parks, along with the purchase of a much-needed sound system and stage. He explained that reducing this line—and the previous lines where event costs were absorbed—would make it difficult to continue these programs. Many events were previously funded by pulling small amounts from miscellaneous lines, which has proven unsustainable; this is why Parks and Recreation required a budget increase this year and why other miscellaneous lines, such as Administration’s, are nearly depleted with expenses still outstanding. He emphasized that the question for City Council is whether they want these events to continue, improve, and expand for residents of all ages. He then moved to the “MOLO Fun Fact,” focusing on the numbers 1 and 2. This Saturday—and hopefully again on January 19—the number-one-ranked Ohio State Buckeyes will play the number-two-ranked Indiana Hoosiers. It is a meaningful matchup for many, as London is home to numerous Buckeye fans and also to native son Isaiah “Bones” Jones, who plays linebacker for Indiana. With Isaiah recently named Third-Team All-Big Ten, he wished him the best of luck and noted the pride he brings to the London community. Still, he predicted that the Buckeyes would win the Big Ten Championship 27–20. He concluded by thanking everyone for their time and wishing them a great evening.

Mr. Saltsman provided an update on several city projects and operations. He reported that multiple repair quotes have been received for the fire department, and one local company is expected to begin repairs soon. He congratulated three newly promoted fire lieutenants who were officially sworn in following completion of the civil service testing process. He also announced that the city farm lease was awarded to Murray Farms, the same company that previously held the lease, and they will be making improvements to the property. Mr. Saltsman discussed the police building project, noting that while Council approved additional funding, some increased costs have occurred due to weather-related delays. He stated that a meeting is scheduled with Rural Development to address funding activation after communication delays caused by federal staffing disruptions. He expects to provide a more detailed financial update at the Finance Committee meeting. He also updated Council on cybersecurity efforts, explaining that portions of House Bill 96 are expected to be finalized and implemented before the January 1 deadline. He and the city’s IT vendor will be meeting to address remaining requirements. Additionally, future computer upgrades will be necessary due to changes in system requirements.

Councilman Eades asked if an updated sanitation expense sheet had been completed. Mr. Saltsman stated it was started but not yet finalized due to recent issues, and it would be discussed later.

Old Business

3rd Reading

ORDINANCE 188-25 Sponsored by: Greg Eades AN ORDINANCE TO MAKE APPROPRIATIONS FOR CURRENT EXPENSES AND OTHER EXPENDITURES OF THE CITY OF LONDON, STATE OF OHIO, DURING THE FISCAL YEAR ENDING DECEMBER 31, 2026

Councilman Eades explained that the proposed budget reflects a 6.9% increase over last year, developed through collaboration between the Auditor and department heads. He highlighted that the police department budget includes both personnel and operational expenses totaling approximately \$3.49 million. Councilman Eades specifically raised concern regarding the events line item, which increased to \$40,000, compared to approximately \$9,700 two years ago and about \$6,500 last year. The proposed increase includes funding for a stage purchase estimated at \$20,000 and additional community events. He explained that funding the new events line from the General Fund would effectively increase allocations to other departments that previously used their own operating funds for events. Citing past spending totals from the Mayor’s fund and the Parks and Recreation Department, he expressed concern about approving an increase of approximately \$33,500 for items he considered non-essential.

Mayor Closser made a clarification about his miscellaneous operating funds and was not a personal

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pay raise for any him. Mayor Closser explained the city’s goal is to host three summer music events (July–September) and to develop activities specifically for teenagers. He stated that the city intends to grow the program gradually and will need to replace equipment over time.

Mr. McKenzie added that previous events were funded through existing departmental operating budgets rather than a dedicated line item, and as events grow in attendance, costs increase due to added equipment needs such as bounce houses and staffing. He confirmed plans to expand the number of events next year and emphasized the importance of having a stage to support programming.

Councilman Eades made a formal motion to amend the budget by decreasing the General Government Operations line by \$30,000, reducing that line item to \$379,950, as part of Ordinance 188-25.

Motion to amend RESOLUTION by Councilman Eades, 2nd Councilman McDaniels. The motion failed by the following vote:

Absent:	1-	Treynor
Affirmative:	2-	Eades, McDaniels
Against:	4-	Stahl, Hitt, Hays, Jackman

Motion to adopt RESOLUTION by Councilman Hitt, 2nd Councilman Eades. The motion carried by the following vote:

Absent:	1-	Treynor
Affirmative:	5-	Eades, Stahl, Hitt, Treynor, Jackman
Against:	1-	McDaniels

New Business

RESOLUTION 189-25 Sponsored by: Shannon Treynor A RESOLUTION AUTHORIZING THE AUDITOR TO OPEN A BANK ACCOUNT FOR THE TAX DEPARTMENT

Councilman Eades stated this is to establish a separate bank account for the Tax Department following findings from the recent audit. It was explained that this would assist with monthly reconciliation and balancing, as tax collections are currently deposited into an account that makes tracking and reconciling funds more difficult.

Ms. Combs explained that the Tax Department utilizes different software than her office, which creates challenges when preparing reports and reconciling figures with bank statements. She stated that a separate account would allow discrepancies to be identified more easily and improve month-end reconciliation procedures. Ms. Combs further noted that she consulted with the city’s municipal advisors, who agreed that establishing a separate account would strengthen internal controls and checks and balances within the city’s financial processes.

Motion to suspend the 3-reading rule by Councilman Eades, 2nd Councilman Hays. The motion failed by the following vote:

Absent:	1-	Treynor
Affirmative:	5-	Eades, Stahl, Hitt, Treynor, Jackman
Against:	1-	McDaniels

RESOLUTION 190-25 Sponsored by: Andrew Hitt and Lisa Jackman A RESOLUTION AUTHORIZING THE SAFETY SERVICE DIRECTOR TO ADVERTISE FOR BIDS FOR SANITATION DEPARTMENT SERVICES

Councilman Hitt stated that the purpose of the legislation is to allow the city to seek bids in order to evaluate the potential privatization of sanitation services.

Mr. Saltsman clarified that Council must ultimately select a single direction which is either retaining

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city-operated sanitation or moving toward privatization. He explained that it would not be ethical or legally sound to proceed with both options simultaneously. He emphasized that whichever path is chosen would require the opposing option to be voted down during the legislative process.

Councilman Eades asked Mr. Saltsman to share information obtained from a comparable city.

Mr. Saltsman reported that Plain City recently bid both trash and recycling services and received two bids: one from Local Waste and one from Rumpke. Local Waste provides once-a-week combined service for trash and recycling and also collects yard waste, with appliance pickup available for an additional charge. Both companies included cart rentals at \$3.50 per month. Recycling through Local Waste was offered at no additional cost, while Rumpke proposed a \$3.50 charge for recycling. Rumpke's bid was \$18 per month for trash only and \$21.50 with recycling, while Local Waste bid \$20.75 per month. Mr. Saltsman emphasized that bid specifications can be written to require compatibility with the city's existing trash and recycling containers and that any new containers could be required to be provided by the contracted company. Mr. Saltsman noted that these figures are provided only as a recent comparison and may not reflect what London would receive if it bids services. He stated that he was unsure whether Plain City's contract was for one year or three years but would verify. He also explained that bid pricing can vary depending on market competition and service variables. Regarding recycling operations, Mr. Saltsman stated that maintaining recycling in-house is difficult with current staffing and equipment but would become more viable if staffing and equipment were restored.

Kevin Crossley responded that the sanitation department is successfully separating trash and recycling, with only one combined pickup in the past three weeks.

Mr. Saltsman agreed that with proper staffing and five functioning trucks, operations could stabilize, noting that recent breakdowns have complicated service. Mr. Saltsman explained that even if recycling costs appear to decrease, that would not significantly reduce the city's total operating costs due to fixed expenses such as equipment, maintenance, and route mileage. He further noted that continued residential growth will require additional staffing and expanded routes regardless of the service model.

RESOLUTION 191-25 Sponsored by: Andy Hitt and Lisa Jackman A RESOLUTION AUTHORIZING THE SAFETY SERVICE DIRECTOR TO ADVERTISE FOR BIDS FOR TRASH HAULING SERVICES

Mr. Saltsman explained that the trash compactor currently used at the transfer station is owned and maintained by the hauling company; however, because the unit now requires replacement, the increased costs are being passed on to the city through higher service fees. He outlined the current process in which sanitation crews collect trash, transport it to the station, dump it into a large container, and the compactor compresses the material before the hauling company collects it daily. While the compactor itself remains the responsibility of the hauling company, the electrical infrastructure required to operate it is the city's responsibility. He stated the compactor currently runs on an outdated rotor system, and if the city continues operating sanitation services, it will be required to upgrade to three-phase electric service. If sanitation were privatized, the transfer operation would be eliminated, and the city would no longer be responsible for that electrical infrastructure.

Councilman Eades confirmed that the compactor will need replaced regardless of the service model.

Mr. Saltsman clarified that while the compactor and container boxes fall under the hauling company's contract, the electrical upgrades would be paid for by the city if services remain in-house.

Councilman Eades asked whether the electric usage could be separately metered.

Mr. Saltsman stated that electricity costs would be part of the overall service expenses. He further explained that the container boxes themselves are also being replaced under the hauling company's new contract due to age and operational failures, and once locked into a contract, those pricing structures would remain in effect for the term.

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ORDINANCE 192-25 Sponsored by: Andy Hitt and Lisa Jackman AN ORDINANCE ADJUSTING THE RATE OF SANITATION DEPARTMENT SERVICES

Councilman Hitt noted that the ordinance directly relates to retaining sanitation services within the City rather than privatizing.

Mr. Saltsman reiterated that a major portion of the proposed rate increase is tied to upgrading three-phase electric service, which is necessary to properly operate the compactor system due to the outdated rotor infrastructure. He explained that once upgraded, the system would be more reliable and maintainable, and the primary cost driver is the distance required to extend three-phase electrical service. The city recently met with Ohio Edison, which provided a rough estimate for the upgrade, with formal estimates forthcoming. Mr. Saltsman further reviewed additional cost factors included in the proposed rate: the need for one to two additional sanitation drivers, the eventual hiring of a superintendent, and increased transfer and hauling fees, which are projected to rise. Building material disposal fees are also expected to increase. Container rental is included in the hauling contract and is not billed separately to the city. He noted the city must also plan for the replacement of the currently leased garbage truck, with new vehicle costs previously outlined to Council, and emphasized the importance of establishing a regular replacement and maintenance cycle for equipment. Mr. Saltsman stated that if the city maintains sanitation services, it should operate as a closed system, meaning all eligible customers would be required to use city services unless special service needs apply. This would require additional investment in dumpsters and trash containers, estimated at approximately \$20,000 for dumpsters and \$10,000 for new residential units, which would be a reimbursable investment over time. He also noted that recycling fees currently average approximately \$1,300 per month and fluctuate based on contractual weight factors. Mr. Saltsman acknowledged that some service challenges are building-related and stated that software limitations prevent certain cost comparisons with other communities, though staff will attempt to research commercial rate comparisons for future committee review.

Councilman Eades revisited the cost of a new sanitation truck, noting that the original estimate previously provided was approximately **\$531,000**, while the updated figure discussed was **\$499,500**, subject to the formal bidding process. He also questioned the status of a rear-load truck, which had not been included in earlier cost summaries.

Mr. Saltsman confirmed it was not originally listed and stated that, in general, he is opposed to purchasing used trucks due to inheriting existing mechanical problems; however, he acknowledged that lease or demonstration units could be operationally viable options.

Councilman Eades further referenced the staffing ordinance, which identifies the need for five drivers, one foreman, and one superintendent, noting that currently the department remains short a superintendent and one driver. He emphasized that full staffing would further impact operating costs and requested more complete cost projections before final decisions are made. He also questioned whether the rear-load trucks were expected to remain in service when the newer trucks were purchased four to five years ago.

Mr. Kevin Crossley explained that the rear-load truck had primarily been used for commercial dumpsters, particularly railroad dumpsters, and occasionally assisted with residential tipping.

Mr. Saltsman stated that phasing out those older trucks would need to occur gradually, as two replacement units are not immediately required.

Councilman Eades then addressed the recycling program, noting the current cost averages approximately \$1,300 per month, and questioned the potential cost savings if the program were converted to voluntary.

Mr. Saltsman responded that recycling costs are partially influenced by the North Central Solid Waste District, and dropping below mandatory service thresholds could alter costs. He noted that contamination within recycling significantly increases disposal costs and that the largest potential

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savings from modifying the program would come from reduced overtime, truck wear, and labor hours, rather than dumping fees alone.

Several speakers noted that contamination issues are frequent, including improper items such as diapers, toys, plastic materials, and other non-recyclables, which still must be hauled and disposed of at cost.

Mr. Saltsman stated that education is contractually the responsibility of the Solid Waste District, and he expressed concern that residents have received little guidance. He stated that increased education and clearer enforcement, including the use of non-pickup stickers, would be necessary for improvement.

Kevin Crossley asked about free one-yard waste allowance, especially during high-volume periods such as after Christmas. He also confirmed that large volumes often exceed the one-yard limit and are still collected at City expense. Additional concerns were raised about trailer loads being improperly classified under the free allowance, leading to disputes with residents.

Councilman Eades further questioned the yard waste hauling costs, noting the City pays to transport the material but does not charge residents for the service.

Mr. Saltsman stated that yard waste hauling cost approximately \$6,500 last year, and that cost is expected to increase.

Discussion also addressed street department chipper debris, which is charged to sanitation for hauling after being processed, further increasing operational costs. Councilman Eades proposed examining whether the stormwater utility ordinance could be modified so stormwater-related operations help offset a portion of the sanitation building expense, currently estimated at approximately \$80,000 annually. He stated that splitting this cost could save sanitation approximately \$40,000 per year, but would require legislative changes to billing.

Councilman Eades also asked whether trucks were still being sent to Kentucky for repairs.

Mr. Saltsman responded that the most recent repair had been conducted by General Wheel.

Councilman Eades emphasized that many of these questions came directly from residents and stated his intent was to ensure the full financial picture is disclosed before final decisions are made regarding sanitation operations.

Additional discussion confirmed that free holiday waste pickup, particularly after Christmas, often exceeds standard limits and requires the use of rear-load trucks rather than front-loaders, further increasing costs.

Councilman Eades also raised concern over the existing 3% annual rate increase, noting it no longer keeps pace with rising expenses, including 4% wage increases and 6% health insurance increases. He suggested the City may need to revisit automatic increases and instead evaluate rate adjustments annually.

Mr. Saltsman agreed, stating that equipment replacement planning and long-term capital forecasting must become part of standard operations to avoid repeated emergency repairs. Mechanical failures were discussed, including a piece of equipment temporarily operated using a heat source due to unresolved component failures, with repair parts estimated at \$700–\$800.

Mr. Anthony questioned why the City continues to face recurring sanitation challenges year after year.

Mayor Closser responded that issues stem largely from vehicle selection, funding constraints, and significant employee turnover. He stated that recruiting and retaining qualified sanitation

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employees—especially a superintendent—has been difficult, citing that sanitation is physically demanding and less appealing to younger workers.

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Multiple speakers confirmed that while the City continues to advertise positions, employee retention remains a challenge, with some employees leaving within days of hire despite competitive wages.

RESOLUTION 193-25 Sponsored by: Rich Hayes A RESOLUTION ADOPTING THE MADISON COUNTY MULTI-JURISDICTIONAL HAZARD MITIGATION 5 -YEAR PLAN UPDATE

Councilman Hays provided an update on the Madison County Hazard Mitigation Plan. He explained that the plan includes a table of flood mitigation systems and hazard mitigation grant programs. He emphasized that without adoption by all Madison County municipalities, the county becomes ineligible for federal grant dollars for natural disasters such as floods, tornadoes, blizzards, and ice storms. Councilman Hays noted that the plan establishes a county-wide coordinated approach to responding to and managing emergencies. Once formally adopted, Madison County EMA will submit the plan, along with all supporting adoption resolutions, to the State Emergency Management Agency (SEMA) for review. Following state review, the plan will be forwarded to FEMA for federal approval. This process occurs every five years. He stressed that any jurisdiction failing to adopt the plan will be ineligible for federal mitigation funding.

Mr. Saltsman noted that he had spoken with Holly, the new EMA Director, and that most other jurisdictions have already passed the plan. He highlighted that all jurisdictions must submit completed plans by February to meet the state deadline. Drawing on his previous experience in emergency management, he emphasized that these plans require significant effort and incorporate local considerations to ensure preparedness for federally funded disaster events.

Round Table

Councilwoman Jackman reported that several Christmas events are taking place, including one at Cowling Park on December 13 from 2–7 PM. The event will feature free toys and gifts for children, and families are encouraged to attend. She described it as quite a celebration, complete with hot cocoa and coffee. Rinehart Speed Towing is sponsoring the event, and they have provided significant funding and purchased many toys, so she encouraged everyone to check it out.

Councilman Hitt announced that the Public Service Committee will meet on Tuesday at 5:00 PM.

Councilman Hays thanked all city employees, acknowledging how hard they work. He expressed sincere appreciation, noting that although many of them are younger than he is, he could not do the amount of work they do each day. He also thanked the city for the successful Christmas event held on Saturday. He said everything went well, he spoke to many enthusiastic attendees, and the crowd was strong. Mr. Hays thanked everyone who helped make it a success and commended the good job done. He added that although this coming Sunday will be busy, it is also December 7th—the anniversary of the attack on Pearl Harbor 84 years ago. He shared historical details, noting the loss of the USS Arizona, 37 sets of brothers with 63 siblings killed, the heavy losses on the USS Oklahoma, and a total of 2,403 Americans killed that day, including 2,008 Navy personnel, 109 Marines, 218 Army soldiers, and 68 civilians. As a Navy veteran who has visited the site, he asked everyone to take a few moments to remember those who died. He concluded by reminding everyone that the Public Safety Committee meeting is December 9th at 6:00 PM.

Councilman McDaniels thanked everyone for attending and commended the sanitation department for a job well done. He noted that there is only one more meeting like this before he is finished.

Councilman Eades thanked everyone for attending and said their perspectives are important and appreciated. He noted that the 1811 group has done a great job, including with the Booze & Brews event and the Old-Fashioned Christmas activities. He mentioned a recent conversation with a realtor, discussing that London does not currently have a welcome wagon. He suggested that while these special events are great, it would be beneficial if, at every closing, realtors could provide new residents with a packet of information about downtown businesses. He acknowledged this may not be the city's responsibility but expressed his desire to see something like that created.

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Motion to exit regular meeting and enter into Executive Session to discuss personnel matter by Councilman Eades, 2nd Councilman McDaniels. The motion carried by the following vote

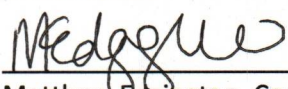
Absent: 1- Treynor
Affirmative: 6- Eades, Hays, McDaniels, Stahl, Jackman, Hitt
Against: 0-

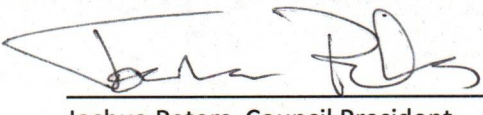
Motion to exit executive session and enter into regular meeting by Councilman Eades, 2nd Councilman Hays. The motion carried by the following vote

Absent: 1- Treynor
Affirmative: 6- Eades, Hays, McDaniels, Stahl, Jackman, Hitt
Against: 0-

Adjournment - Motion to adjourn at 8:27pm

Attestation: Minutes approved, filed in Auditor’s Office, and posted on City of London website for public review.


Matthew Edgington, Council Clerk
12/18/2025
Date


Joshua Peters, Council President
12-18-2025
Date